

LGBTQ Community Lounge Advisory Committee – Recommendations

- I. Develop intentional programming in the Lounge in to create a sense of community for all who choose to use the space.
 - A. Hold a Rededication Event in the Lounge at the time of re-opening.
 - B. With input from Lounge users, create events such as game days, book clubs, arts & crafts, and study groups.
 - C. At the beginning of each semester, hold a Newcomer’s Lunch to welcome new students into the space and orient to the culture of the Lounge.
 - D. Have pronoun pins available in the Lounge.
 - E. Look into holding peer-led support groups.

- II. Return ownership of the Lounge to all LGBTQ Folks and Allies.
 - A. Create a public Facebook Page for the Lounge open to anyone and administered by multiple Lounge leaders.
 - B. Develop an LGBTQ Community Lounge Advisory Committee to plan programs, provide leadership, welcome newcomers, identify issues of concern and resolve conflict.
 1. Committee selection would be selected by open application with established criteria.
 2. Board members will support those that have been targeted by others.
 3. Board members will have weekly lounge hours.
 - C. Include signage that the Lounge is open to all, including those questioning and allies.
 - D. Intentional Mentorship: Invite student groups and AFAM/WGS and other faculty to come to the lounge.

- III. Offer educational opportunities to create a more inclusive space.
 - A. Create a Lounge binder and Google Drive that includes:
 1. Welcome information
 2. List resources for chronic illness/disability and mental health
 3. How to report issues/problems
 4. Campus Resources like Title IX, BIT, Compass Network, Student Conduct
 5. Accountability and expectations
 6. Overview of ‘isms and “say that, not this” tips

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7. How to handle harassing and illegal behaviors in the Lounge.
 - B. Offer a Difficult Dialogue Speaker Series, perhaps with peer educators
 1. Mental Health Trauma
 2. Trigger Culture
 3. Microaggressions
 4. Calling in vs. Calling out
 5. Policing Safe Spaces
 6. Understanding Privilege
 7. Ally Intervention
 - C. Offer specific and well-marketed training on various 'isms. Priorities include:
 1. Ableism
 2. Ageism
 3. Anti-religion
 4. A-negativity
 5. Bi-negativity
 6. Classism
 7. Pan-negativity
 8. Racism
 9. Sexism
 10. Transnegativity
- IV. Utilize existing systems to ensure the most welcoming environment for all.
- A. Educate on existing campus resources – Title IX and Student Conduct.
 - B. Create Steps to Reporting Concerns document to outline process:
 1. Directly
 2. Lounge Advisory Mentors
 3. Lounge Faculty/Staff Advisors *
 4. Student Conduct
 5. Title IX

*OU Advocates as a confidential resource

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- C. Work with Student Conduct to define problem behaviors and tools to intervene.
- D. Mandatory training on conflict resolution/apologizing for Lounge Advisory Committee, also open to anyone in the community
- E. Work with the Disability Resource Center to audit ADA Accessibility.